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PRESIDENT'S MESSAGE

I hope you and your families are all staying healthy and safe. The COVID-19 outbreak has forced us to encounter

something that nobody has ever gone through. And, I hope no one is ever forced to go through again. Besides the health concerns, we have many, many members suffering the effects of the outbreak through unemployment. Most have never had to register for unemployment in their lives and only hope to be able to return to work soon. We are in contact with our state government officials as well as many local officials, but what you are hearing on daily broadcasts is not much different than what we know at this point. The news changes because the infection rate and fatality numbers are still fluctuating.

Thankfully, many of our members are still working, with many on improvised schedules. We thank our members for making Local 399 proud during this time when so many have been designated as "essential workers"! While we are performing our duties, there is the constant fear of infection and the unknown. I give credit to all for being adaptable to the constantly changing of work rules, schedules and mandates handed down by the state. The cooperation we see from our members in the wake of the pandemic has never been greater, and I can only hope that your employers see it too! The month of June will see many new changes to our current situations. It is anticipated that most employers will begin to open and return to somewhat "normal" operations with restrictions. I beg all of you not to neglect your safety when more worksites start returning workers to their positions. With the state of Wisconsin and other states hurrying to

open without concern for infection, I ask you to be extra careful and not leave your health or the health of your loved ones up to a careless politician.

Many of our collective bargaining agreements are on extensions due to the inability to meet and negotiate the terms. We are taking precautions and doing protective measures so that the current terms and conditions remain in place. Because of what's happening, many employers are in dire predicaments and many will not recover. Our state and local governments were in bad shape before this happened so I can't even fathom what the bottom line looks like now. Many public sector workers have been working (which is good), but tax dollars are nowhere near what government set for their budgetary requirements. I hope competent leaders will get us through this, but I can see a lot of pain for all of us for years ahead.

I hope all of you filled out your 2020 Census. It is crucial to be counted in your communities so that we get all the federal dollars we are entitled to. Another issue you will be bombarded with is about the Fair Tax Amendment (which will be on the November ballot). It is imperative that this legislation passes in the State of Illinois to help fund the budgets for the future. This will increase state taxes on those making more than \$250,000.00 while most others will see a decrease. This change will help the working class and put Illinois on a better footing to compete.

I ask all our members to question what politicians running in the upcoming November election are doing to help unions and, more importantly, IUOE and Local 399, and which ones are promoting policies that hurt us all. A lot of appointments to critical posts in Washington, DC have damaged unions for a long time to come. It's time we look at what is important to us. If you

value your union and the working conditions and benefits that has been afforded to you via your collective bargaining agreements, you will start paying attention to important union issues. If you don't place much importance in your union job and it falls behind on your priority list, there isn't much I can do for you. I make decisions based upon what benefits unions and specifically IUOE Local 399. If we succeed, then most of my other likes, loves and values will be accomplished. Without a job that respects what a union person is and does, all my other wishes are unattainable. Ask a person who has been laid off or anyone looking for work what their biggest need is . . . and they will tell you, without hesitation . . . THEIR JOB!

We are hoping many of our hotels will be able to recover and get our members back to work. Chicago and our country need to have a vibrant travel and convention business to have any semblance of what we looked like pre-COVID. We at the Local and at IUOE will do everything in our power to protect all of our benefit funds, including making the tough decisions. Everything today has changed, and we need to operate in this new world without looking back wishfully.

Finally, I would like to acknowledge our members who have been battling the COVID virus and wish them God's speed in their recovery. And, sadly, I would also like to send my prayers to the families of our Local 399 members who we have lost due to COVID-19. I speak for the entire organization when I say that our Local 399 family stands with the family and friends of those members we've lost.

God bless everyone and stay safe.

Faternally,

Brian E. Dickey

Local 399 Officers



Brian E. Hickey
*President &
Business Manager*



Neil Masterson
Vice President



Patrick J. Kelly
Financial Secretary



Vince Winters
Recording Secretary



Roger McGinty
Treasurer

Local 399 Business Representatives



Jim Coates
Ext. 4122



Valerie Jo Colvett
Ext. 2133



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(309) 417-8846



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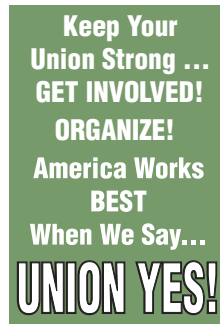
Kendall Paraharm
Ext. 2188



Tom Phillips
Ext. 4124



Jeff Withered
(317) 716-0319



Office Phone Numbers

Champaign/Urbana
(217) 337-4399

Chicago
(312) 372-9870

Indiana
(260) 413-9111

Peoria
(309) 417-8846

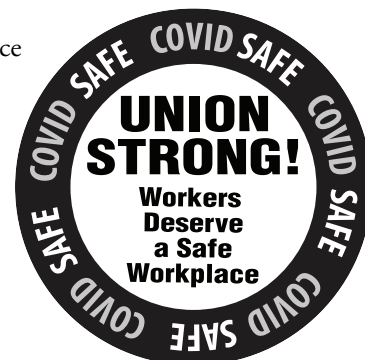
Wood River
(618) 254-6441

Zeigler
(618) 596-2185

NEIL MASTERSON – VICE PRESIDENT

American workers are not being protected during the COVID-19 pandemic. Across the United States essential workers are facing dangerous conditions during this outbreak. An outbreak that started at the Smithfield meat processing plant in Sioux Falls, South Dakota, has caused more than 1000 COVID-19 cases and is one of the largest outbreaks from a single source. The company failed to take any steps to prevent the outbreak. And the Federal Government's chief watchdog agency OSHA announced that they would not enforce the COVID virus guidelines if the meat processing plants act in good faith. Experts say that front-line workers are being exposed needlessly, due to lack of federal guidelines protecting them. Under the current administration in Washington, DC, OSHA has rolled over to these companies and decided not to protect the workers.

In 2009 OSHA began rule making on a series of bold reforms that would have created workplace safety standards against infectious disease for essential workers. OSHA was working with the CDC, the AFL-CIO and the Nurse's association to come up with a series of guidelines to protect workers in outbreak situations. These new rules went nowhere because in 2012 the Republicans took control of Congress and simply sat on them. **Then in 2017 when Trump took office, OSHA ENDED THE PROCESS AND ABANDONED THE IDEA.** So now, in the face of the Coronavirus Pandemic, workers are left with little protection and employers have few guidelines. And, as we know, when employers have no enforced guidelines, workers pay the price!



Congress has so far yet to pass any workplace safety rules for OSHA to implement for workers. In an April email obtained by news outlets, a current OSHA official said that the agency was handicapped by the lack of rules to act on. The lack of clear rules for OSHA to enforce is also compounded by the erosion of OSHA's ability to perform the routine inspections that could catch unsafe conditions. Under the Trump administration, the number of OSHA inspectors has been reduced to its lowest level in the agency's history. Corporate profit is now paramount and above worker safety.

On the contract side, all contract negotiations have come to a halt because of the COVID-19 virus. Extension letters have been sent out to all employers. As things change, we will keep you posted.

Hopefully, by the time you are reading this, we will be starting the "soft open" process here in Illinois and with best practices guidance from our healthcare professionals as we move forward . . . something toward our "new normal".

My thoughts go out to the families of our members who have passed away due to COVID-19. I hope they know that our UNION family is with them in this difficult time.

Be safe.

E-Mail: nmasterson@iuoe399.com
Ext. 2113

PATRICK J. KELLY – FINANCIAL SECRETARY

I have been a member of Local 399 for nearly 30 years and what constantly amazes me is the resiliency of the membership and the Local. Together we have met many challenges and have come out stronger. During 9/11 and the 2008 great recession we experienced many layoffs only to see our numbers grow in the aftermath. Our industries have been threatened in the past by H1N1, SARS, Ebola, the Avian Flu, etc. It took time, but everything did come back, and we flourished. To quote an article I recently read. "Let's be smart, help each other out, and we will get through this. In the history of the world, there has never been a storm that lasted. This too, shall pass".

I share this quote with you because the COVID-19 virus and unprecedented steps required to battle it have been unlike anything

(Continued next page)

PATRICK J. KELLY – FINANCIAL SECRETARY *Continued*

we've seen before. Yes, it's an unnerving time for all of us. We've been confronted with situations none of us could have foreseen just a few months earlier. As I said, we have been through some really rough times, and I'm sure all of us are wondering what the future holds. BUT, I believe our union remains strong and as a result of our membership's resolve, will grow even stronger in the weeks, months and years ahead. I know this because of how YOU have reacted to the responsibility thrust upon you as essential workers. YOU, our members, have stood up to this virus and cared for the critical infrastructure that we maintain and that allows our cities and state to continue to function even while much of our state has been on lock-down. I'm so proud to have the opportunity to be a representative for this union and for the hard-working members that make it **STRONG, PROUD, UNITED and ... ESSENTIAL!**

As the Union Hall has been closed since the shutdown, the staff asked me to remind you that it is vital to keep the office informed of any change in your status, i.e., new job, out of work, retired, on disability, etc, as changes in your work status may reduce your dues rate. Also please inform the office of any changes in phone numbers, addresses and email addresses, as well as beneficiary or change in beneficiary. We also ask those members who have their dues taken from their pay checks to keep an eye on it to make sure the employer is deducting the correct amount and remitting dues in a timely manner. Please contact the office immediately if you find an error. For those members who wish to have their dues taken from their pay checks or credit card, please contact the office for more information. If you receive a dues delinquency notice from the office and cannot pay the whole sum immediately, please call the office and we will work with you.

I hope that you and your families are safe, healthy and following the guidelines of the healthcare professionals.

E-Mail: pkelly@iuoe399.com
Ext. 2116

VINCE WINTERS – RECORDING SECRETARY

As I write this article (mid-May), the State of Illinois is still required to abide by the Governor's Stay at Home Order, while Indiana has lifted most of its restrictions. Fortunately, Local 399 members have been deemed "essential workers" for the vital work that we perform, and I can tell you that our employers have been very appreciative of that work!

While many of our members have continued to be employed, we have suffered the highest number of lay-offs in Local 399's history. The Hospitality Industry has come to a standstill, and many hotels have closed their doors in hopes of reopening sometime this summer – God willing! During this time many members have been asked to do other duties that are not unusually under our purview and, as usual, Local 399 members have stepped up and assisted our employers in any way that we can. Our response to this emergency situation builds on the strength and reputation that our members enjoy with building owners and managers. It's the education, knowledge and willingness to always go the "extra mile" that sets us apart in our industry. And it's why we maintain good relationships with management and why our value remains so strong even in these difficult times. So, thank you to all our members for your diligent work in these unprecedented times. **You make us all proud to be Local 399!**

On another note, I am sad to report that we have unfortunately lost members to the COVID-19 outbreak. I ask that we all please remember our fallen members and their families (as well as all victims of the virus) in our thoughts and prayers.

Please stay safe, be well and follow the guidelines set out by the healthcare professionals to keep yourself and those around you healthy. You can also find COVID-19 related guidelines for building preparedness as well as other information on our website at www.iuoe399.org.

Fraternally,

E-Mail: vwinters@iuoe399.com
Ext. 2110

ROGER MCGINTY – TREASURER

I hope by the time you receive this newsletter that the Illinois stay-at-home order is being lifted (or phased out) and some of our brothers and sisters whose jobs were impacted by the shutdown are getting called back to work. In my lifetime I have never seen anything like this pandemic, and I hope I never do again. This has been a difficult time for everyone. COVID-19 has devastated so many (both personally and professionally), and my thoughts are with all our members who have been affected in any way by the outbreak. Please know that all of us at Local 399 are working hard to aid members in whatever way we can.

During this unprecedented time, I've had the opportunity to witness several great actions by members. The first, members helping out members no matter what the situation. Our brothers and sisters have stepped up to the task. In many cases, they've worked to revise scheduling to avoid layoffs of their team members. Many members have worked in their communities to help those in need. And, as always, you (our members) have stood UNION STRONG in the face of this pandemic. Second (and this is something that has been happening for decades, but the pandemic has brought to light even more), Operating Engineers are truly unsung heroes. As Operating Engineers, our normal workload ensures that planes will land, fire and police stations operate, water flows to our homes and businesses, flood controls are in place via our Water Reclamation District, courthouses and jails operate, municipalities can continue to provide public safety, buildings and businesses including hotels can operate, and our education system can continue to operate and serve our children. These are just a few examples of the critical nature of our role in keeping our communities, states and country functioning. We are on the front lines of keeping things going. When you perform your jobs, please remember and be proud of the role each of you are playing in this effort.



As I write this article, I'm reminded of when I began my career. There were two Business Agents that gave me the best advice, Denny Nolan and the late Don Cochrane, who told me ... "out of site and out of mind". Then they called me "kid", which is a long time ago! But it's the same advice I give to our upcoming "kids" today! We are "out of site and out of mind" but without the unsung hero – the Operating Engineer – these basic functions and needs could not function. I say all this because of how proud I am to be part of this UNION family, especially during the troubled times we are enduring today as a society. While the commercials, yard signs or other accolades are appreciated, the best compliment that can be given to us is that even in these trying times our members perform the functions necessary to our buildings and facilities operating in "business as usual" mode. All because of the unsung hero ... the Operating Engineer!

Finally, we have lost a great union member and brother (and I have lost a close friend) with the passing of Gerald Griffin (AKA BIFF). I can honestly say that BIFF was the very definition of what a union member should be. Our family will always be there for yours, Griff/BIFF!

Please be safe, and I hope all of you and your families are safe and healthy.

Together we can!

E-Mail: rmcginty@iuoe399.com

Ext. 2125

WANTED: SALTING MEMBERS

There are many non-union jobs out there that are threatening our wages and benefits. We want to turn those jobs into good union jobs. One way we do that is by salting. "SALTING" refers to the process of placing union-oriented people into these non-union positions in order to help us to organize.

We are looking for skilled maintenance employees that have experience, to become SALT members. If you know of anyone that may be interested in "salting", please have them contact Pat O'Gorman at (312) 372-9870, Ext. 2187 or via email at: pogorman@iuoe399.com.

Local 399 Legacy Brick Pavers

Local 399 members can create a lasting family memory or memorial with a Legacy Brick Paver at the Union Hall. For more information, please contact Bridget Daniels (312) 372-9870, Ext. 2117.



JERRY HILLER

Greetings from the South!

As of this writing (mid-May) much continues to happen in our Nation and State from the COVID-19 outbreak. It is definitely taking a toll on everybody. We all have to do our part to stay safe and well in hopes of protecting not only ourselves but our family and friends. If there was ever a time for unions to stick together, that time is now! Unions have been the driving force behind the demand for safe-working environments as essential workers are putting themselves in harm's way in order to keep society going. It has certainly been a demanding five months since our last newsletter. We are experiencing an unprecedented sluggish economy and job market, and we are working to aid members who have been affected. Life is full of highs and lows and that seems to be a reflection of our economy. However, while we may all need to adjust the way we do our jobs and we may all have to become acclimated to a "new normal" for some time, we are confident that we will eventually move past the difficulties that COVID-19 has created in our Nation. We will change as necessary, we will adapt, and we will win!

On another note, many retirements are occurring in several sites we represent. This is creating new faces on the job sites. If you are an experienced member on the job with valuable experience, please be sure to share your knowledge and skills of the job itself with our new members as well as the importance of membership in our organization. Please also share with our new members the great history of Local 399 and those whose shoulders we now stand on, who banded together to improve standards not only for themselves but for the current generation and those who come after them.

On a positive note, Local 399 is looking forward to another successful year of hunting for our Annual Duck and Pheasant Hunt. This has always been a great event for our Local 399 members and families. I would like to thank President Brian Hickey for his interest and support for Local 399 events held in Southern Illinois.

Education from the South . . . Take A Kid Fishing . . . YOU won't regret it!

E-Mail: jhiller@iuoe399.com
(618) 596-2185



Our members enjoyed a great day at our January 2020 Duck Hunt. Thank you to everyone who came out to join us. It was a successful hunt and a good time was had by everyone in attendance.



Shown left – Local 399 Business Representative Jerry Hiller presents Grassy Lakes Hunt Club owner Colin Cain with a plaque in appreciation of Grassy Lakes support of Local 399's Hunting Events over many years.

FRANK HOSKINS

Greetings from Central Illinois;

I hope everyone is doing well and navigating the effects of the COVID-19 situation. I would like to say I hope you enjoyed your “vacation time”, but that may be misleading! It’s a chaotic time in our lives, and who knows what the future will hold. We have been busy with modified schedules, layoffs and everything in between. The COVID shutdown has caused us all to learn to do our jobs in new ways. For myself, I’ve learned how to use many different online meeting venues. And while we all look forward to being able to get back to some kind of “normal” in our lives and careers, one of the results of what we’ve been through so far is that we’ve learned to adapt and be more nimble in our work environments. These experiences are valuable skills that we will maintain for the future which will also be beneficial to our employers as well.

Most negotiations have been extended into the Fall. I hope all of you have been safe and healthy, and I look forward to getting back to whatever our new normal turns out to be.

As always, a big “Thank You” to all our spokespeople who work hard for us each day!

Fraternally,

E-Mail: fhoskins@iuoe399.com
(217) 337-4399

Give Us A Shout!

We ask you to send all letters of commendation and awards you've received and/or earned in the past and any present accomplishments – we also welcome your “Union Pride”, “Union Babies” and “Proud Union Home” photos.

Please mail or email any photos to Pat Kelly (pkelly@iuoe399.com) at the Local 399 Union Hall and Training Facility, 2260 S. Grove Street, Chicago, IL 60616. ***We look forward to hearing from you!***



KEN GAUF

It is my sincere hope that you and your families are safe and healthy. The pandemic we are facing has changed our lives for the foreseeable future. The practices and daily repetitions we once did without a thought have been replaced with uncertainty and doubt for our safety. Anxiety from the unknown challenges us daily.

Our members have stepped up in a big way and performed their duties without skipping a beat. Yes, many are deemed essential and have been working tirelessly in such a strange and different working environment. It is a great example of the skills and professionalism that our members bring to the workplace.

In Central Illinois, contracts set to expire through the summer months have been extended. Local 399 has been able to negotiate the terms of extension with many employers to a later date. If you are unsure of your contract status, I encourage you to reach out to your Business Representative for those details.

These are some of the most difficult times that we have ever had to endure both personally and professionally. I encourage you to stay strong. While these are certainly unprecedented times, our union has weathered difficult times in the past. And I am confident (that with the resolve of our members and the experience and dedication of our leadership team), together we shall get through these challenging times.

Stay safe, be well and please follow all recommended safety guidelines to protect you and your loved ones.

E-Mail: kgauf@iuoe399.com
(309) 417-8846

JOHN HANLEY

Brothers and Sisters,

I wish I could start my article off on a better note, but we all know what a tough time these past few months have been for all of us. Certainly, this is something none of us have ever experienced in our lifetime.

I'd like to remind our members who are lucky enough to still be working (and are trying to cope with life the best they can) to keep in mind that many of your union brothers and sisters working in the Hotel Industry are not so fortunate. Please remember to count your blessings and keep your fellow members in your prayers that they will return to work shortly.

I want to thank all of our volunteers for coming out during this past election in March. What an experience it was as the COVID-19 outbreak was just beginning to peak, causing the shutting down of the State of Illinois. The virus and the weather being a factor (in some areas) both played a role in creating the lowest voting turnout in Illinois history and was a big factor in the outcome in some races. Again, I want to thank those of you who volunteered in this past crazy election.

Some of you may be skeptical regarding the State of Illinois moving towards a vote by mail program. I believe it may help boost voter participation in our state. 76% of Illinois residents are eligible registered voters. However, on average, only 25% of these residents vote in the primary elections. Contrary to popular belief, primary elections are very important because you have a wider variety of candidates trying to get on the General Election ballot. If we truly want to change who gets elected, you have to get out and vote . . . and if vote by mail will allow for greater voter participation as well as help to keep people safe (in case of a second wave of COVID in the Fall), then let's embrace it. There are already several states that have successfully implemented vote by mail systems. Utah, for example (a very red, Republican state) votes exclusively by mail. And, lest we forget that our military service people AND our current President of the United States ALL vote by mail! Let's get on board in Illinois with a vote by mail system!

I wish those of you who were (or continue to be) impacted in your employment by this crisis see a quick positive return in your job status.

Let's keep in mind that these are trying times and everyone is impacted in different ways. Let's try to be patient and understanding in these trying times.

Wishing you and your families safety and good health.

E-Mail: jhanley@iuoe399.com

Ext. 2153



DO WE HAVE YOUR CURRENT EMAIL ADDRESS?

If you have not already done so, please log onto our website at iuoe399.org and register for access. Please include your home/personal email address. We are currently sending members email bulletins with important information regarding labor issues and Local 399 news.

Don't miss out on these important updates! Register today!

LOCAL 399 MEMBERS ... **Strong . Proud . United** & *Essential*

Local 399 Metra Engineers at 547 W. Jackson Blvd. Chicago working to keep their building tenants and their co-workers safe by following safety guidelines.

Pictured from left to right: Engineers, **Brian Ballweber, James Crane, John Vojcic** and Chief Engineer **Brian Wheeler**.

MIKE MASTERSON

In the Summer of 2006 I wrote the following in the newsletter;

“Summertime, a great time of the year. Most of us use this time of the year to spend vacation time with our family, to travel and to visit friends or relatives. The wages and vacation time that we earn as Local 399 members help our economy grow. As we spend money on our trips, our food for our cook-outs, and pour money into our gas tanks, we help companies make money that is used to employ workers. We have to be sure that we spend our money in the right places; companies that employ union workers.”

“Our economy is in fragile condition with the stock markets hitting peaks and valleys and some employers increasing work forces while other employers are still laying-off workers. It is important to our way of life that union members live their lives as union members. The good wages that we earn allow us to have spending money that we put back into the economy. As the economy does better, our wage increases generally do better. Lately our wage increases are also fragile.”

Much of those thoughts are still true today even though the current societal situation is unique in our lifetime. We’ve spent a few months trying to protect our health from a virus with deadly consequences for some (more than 100,000 Americans as I write this article) and we are unsure of what is to come in the upcoming months. While we have taken precautions for our health, it has caused economic damage to our economy and financial problems to many of our members.

Our members have been affected in many different ways. We have had layoffs, hours cut, schedules changed, remote work requirements and many of our members have been deemed essential workers and have been required to work amongst the dangers of the virus. Those that worked were treated differently by their employers. Some received proper PPE, some received “hazardous duty” pay or bonuses, some were able to flex their hours to help avoid contact with others. Others did not receive any of these benefits.

Going forward we need to continue to do our work, to be essential workers, to earn our good wages, but we must also be careful to protect our health. We need to listen to the health care professionals and obey safe work practices to ensure our safety and the safety of our families and all that we come in contact within our daily lives.

Enjoy your Summer but be safe out there!

E-Mail: mmasterson@iuoe399.com
Ext. 2112



LOCAL 399 MEMBERS ... Strong . Proud . United & *Essential*



When St. Mary Hospital in Chicago needed two volunteers to remove a door in a COVID behavioral health patient room, Local 399 member heroes **Marlan Predescu** and **Jasmin Rozajac** were quick to don their protective gear and “save the day”.



This is just one of any number of stories of our Local 399 members who are performing the essential duties that are keeping our buildings and facilities operating without interruption during the COVID outbreak.

Thank you to both of these members for the exceptional dedication you’ve shown to your facility. You make your union brothers and sisters PROUD!

KENDALL PARAHARM

Dear Brothers and Sisters,

First and foremost, I hope this finds all of you in good health and spirits. My prayers and thoughts are with everyone who has suffered any losses or hardships brought on by the COVID-19 pandemic. We have all been touched in some way by this outbreak. We all have sustained some form of detriment stemming from this crisis. Whether it be the loss or infirmity of a loved one or even the stringent limitation of our daily activities, COVID-19 has reminded us all of the things that are truly important in life.

Thank you to all our members currently working on the front line. You are essential in ensuring that we have the resources necessary to effectively recover from this crisis. Times like this are a true testament to our membership's diligence. Now, more than ever, building owners and managers are witnessing that Local 399 always does what's required to get the job done safely and properly.

To our members whose jobs have been temporarily furloughed or impacted in any way due to COVID-19, you too are essential in getting us all back on the right track by practicing social distancing and staying safe, as mandated. Also, to these members, please know that all Business Agents at the Union Hall are working tirelessly to aid those whose jobs have been negatively affected during this time. Please be sure to reach out to your Business Agent with any change in your job status..

Amidst all this adversity, we must all take the necessary measures to mitigate the negative impact caused by the crisis. Please stay safe and practice all of the sanitation and hygiene measures suggested by our healthcare authorities. Please observe all social distancing practices whenever possible, and wear a mask/face covering to protect others.

If there is any way I may assist you during this time, please let me know.

E-Mail: kparaharm@iuoe399.com
Ext. 2188



Congratulations!
2020 Scholarship Winners!

Local 399 is proud to announce our 2020 member Scholarship Winners:

LOCAL 399 ANNE GINDORF SCHOLARSHIP WINNERS

Hailey M. Dennis of Lemont, IL. Hailey is the daughter of **Anthony Dennis** a Chief Engineer with Sodexo at CPS. Hailey has been awarded a \$2,500 scholarship.

Robert C. Sheerin of Chicago, IL. Robert is the son of **Christopher Sheerin** a Chief Engineer with Aramark at CPS. Robert has been awarded a \$2,500 scholarship.

UNION PLUS SCHOLARSHIP WINNERS

Mairead Burke of Downers Grove, IL. Mairead is the daughter of **Kevin Burke** a Chief Engineer at 111 Pfingsten. Mairead has been awarded a \$1,500 scholarship.

Nicholas Hanratty of Highland, IL. Nicholas is the son of **John Hanratty** an Engineer at Phillips 66 in Woodriver. Nicholas has been awarded a \$2,000 scholarship.

GET YOUR NEXT NEWSLETTER VIA EMAIL!

Local 399 members who currently receive their newsletter via regular mail are encouraged to go "paperless" and register to receive your next newsletter via email distribution.

It's a faster way to receive all the latest Local 399 news and information delivered right to your inbox.

To receive your e-newsletter, please email **Pat Kelly** at pkelly@iuoe399.com and please reference "e-newsletter" in the subject line.

**All new Local 399 members will automatically receive their newsletter via email.*

LOCAL 399 MEMBERS ... Strong . Proud . United & Essential



Local 399 members at the Metropolitan Water Reclamation District (left to right) **George Mangan** checking a Babcock and Wilcox water tube boiler in the central boiler facility. **John Yanahan** checking the sludge screens in the concentration building. **Eric Brummel** checking the boiler in the digester. **John McNamara** filling the water softener brine tank.

LOCAL 399 MEMBERS ... Strong . Proud . United & Essential



Local 399 members at St. Mary's Hospital (left to right) **Rony Alvarez**, **Joe Varvara** and **Dan Podario** (group photo above) **Rony Alvarez**, **Mariano Prdescu** & **Joe Varvara** (lower left to right) **Anatoly Svets**, **Daniel Villafuerte** and **Florin Deleanu**.

Thank you to these, and all our Local 399 essential workers on the front lines of our healthcare facilities.

Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American Dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy.

Kenneth Bernstein

STATEWIDE JOB REFERRAL ASSISTANCE PROGRAM

President and Business Manager Brian Hickey has instructed Business Representatives Vince Winters and Frank Hoskins to aid the membership in job referral. If you're looking for work whether it be due to layoff, termination or just simply looking to relocate, please call Vince Winters at (312) 372-9870 Ext. 2110 for the Chicago and Indiana areas, and Frank Hoskins at (217) 337-4399 for Central and Downstate Illinois.

JOHN O'CONNOR

As I write this, we are dealing with the COVID-19 Pandemic. First off, I want to thank all our members for their professionalism and dedication to this trade and the industry during this time. It's times like this where we show our value and worth as a critical trade. The hospitals, hotels, office buildings and manufacturing industries would not be able to function without us.

In America we are fast paced, and this time has given me the (forced) opportunity to slow down and reflect on the blessings that I have. I am proud and honored to work for this Union and its membership. I have watched as our members have stepped up during this unprecedented time, and it has been truly inspiring. The value of our members' education and training has provided the skill sets necessary for times of emergency like this, and drawing on these skills, our essential workers have moved seamlessly to keep critical building and facility functions running smoothly. Again, thank you for all you're doing!

I do have a few other non-Coronavirus topics that I want to address. Many of these I have addressed before, but I feel it is important to revisit:

- Do not sign off on any work orders/PM's that you did not actually complete . . . regardless if your supervisor is telling you to do so. If you are being told or pressured to do so, please reach out to your Business Agent right away.
- If you have a problem with another member in the bargaining unit, we remind you to address any issues in-house. There have been too many instances where our members are going to human resources (HR) to report on another member. We need to try and address these issues in our own shops FIRST. Once HR gets involved, it can (and usually does) become a much larger issue.
- Make sure that you are punching in and out on time even if you have the "7 minute" rule. The expectation is that we are ready, willing, and able to work from our start-time to our end-time. Many employers are beginning to crack down on this as "theft of time", and we don't want you to put yourself in a bad position over a couple of minutes. It's just not worth it!
- Also, it is our position that we do not turn down work. We want to bring as much work as possible into the bargaining unit to protect our jobs. This gives employers a reason to hire more Local 399 engineers and maintenance mechanics. By taking the position that we only do certain jobs, weakens our strength at the bargaining table.

As always, we are looking for experienced skilled maintenance employees. If you know any, please contact our organizers about our salt membership.

I wish everyone a safe and enjoyable Summer.

Fraternally,

E-Mail: joconnor@iuoe399.com

Ext. 2185



LOCAL 399 MEMBERS ...
Strong . Proud . United & *Essential*

Local 399 Members at Community First Medical Center (left to right)
Otillo Dela Rosa, Jesus Espinoza, Manny Espinoza, Javier Sosa
and **Alfredo Adesona.**

Local 399 members working to provide essential services to our medical facilities and front-line medical workers.

ADELMO MARCHIORI III

COVID-19 – Every one of us has been affected in some way. Many people are saying, “They have never experienced anything quite like this.” Many wonder, “What will be considered the ‘new normal?’” The key is ... we must move forward.

Understandably, we are all experiencing a much higher stress level in our lives than ever before. However, there are several recommendations out there for how people can (and need to) manage this stress. Here are a few:

- Take breaks from watching, listening to or reading news in the media, whether it be television, the newspapers, magazines, the radio or even, yes – limit the social media.
- Take care of yourself – eat right, get plenty of rest, exercise – even a walk with your spouse or taking your dog for a walk will help.
- Make time for yourself – do something you enjoy. Read a good book, watch something of interest on Netflix or television (There was a good series on the Chicago Bulls - Michael Jordan, Scottie Pippen, Dennis Rodman, Coach Phil Jackson and the rest of the gang and their championship runs on ESPN.)
- Make time for your family. Have meaningful conversations. Play board games. Do something physical - how about a quick and friendly six inning game of whiffle ball... (if anybody is interested, my side came back from a five run deficit and tied it up in the bottom of the 6th inning) – called game because of darkness – my wife and I could no longer see the ball!
- Maintain contact/communication with close friends and family. There are many options available – the phone, by email, by mailing a letter/card, text messaging, through social media avenues and even by video chat.

Even our children can be affected by the stress created by this outbreak. Please be sure to watch for changes in their behavior – everybody is affected by stress in different ways. Some things to look for:

- Unhealthy eating or sleeping habits
- Irritability and “acting out” behaviors in teens
- Excessive worry or sadness, difficulty with attention and concentration
- Avoidance of activities enjoyed in the past
- (if you have little ones) Excessive crying or irritation

Everywhere you look, the message is consistent – “We will get through this - together!”

Please reach out to those who are struggling and offer any assistance – especially during these unprecedented and challenging times.

Stay healthy!

E-Mail: amarchiori@iuoe399.com
(618) 254-6441



A STRONG UNION NEEDS TO HONOR ITS STRUGGLES & HISTORY!

Keeping our union strong means never forgetting where we came from and on whose shoulders we stand! **Local 399's Education Department offers a class on Labor History.** It's an important look back at the Organized Labor Movement and how those who came before us fought (and in many cases died) for the rights and benefits that we enjoy as union members today.

We encourage all Local 399 members to enroll in this class. It's a great way to learn (and be reminded) of how important it is to continue this fight! Please contact the Education Department or visit our website for available class times.

LLOYD OSBORNE

I hope this newsletter finds you all safe and healthy. I don't have to tell you that we are dealing with uncertainties in these very unprecedented times.

Our members in Hammond, IN have been working day and night as essential employees keeping the Water Filtration Plant, Sanitary District, The Civic Center and Gene Shepard building's running smoothly to serve the citizens of Hammond.

Our President and Business Manager Brian E. Hickey had a meeting with Mayor Thomas McDermott, Jr., to discuss our relationship and the endorsement of Thomas McDermott, Jr. for the 1st District Congressional seat. I am extremely pleased to report that the meeting went very well and that Local 399's relationship with Mayor Thomas McDermott Jr. is in a great place and that the International Union of Operating Engineers, Local 399, proudly endorses Mayor Thomas McDermott, Jr., for the 1st District Congressional seat.

As most of you know, I have been working the phones and emails keeping in contact with members throughout Indiana and making sure that our contracts are being upheld. As well, I have been assisting with filing for unemployment and answering any and all questions that our members who have been negatively affected by the COVID outbreak are having. I have also been working with multiple unions throughout Indiana to deal with issues such as personal protection equipment (PPE) and OSHA regulations.

Additionally, we have been working on filling food banks in partnership with other unions and local politicians as well as relief efforts through the United Way. I am also making sure that our members are voting safely through the mail.

Below are several examples of the things we have been working on in this "new normal":

- If you believe your worksite is unsafe, contact your local health department and OSHA.
- The Hoosier Heartland Area Labor Federation is focusing on how to vote by mail. We are helping our members request an absentee ballot in three easy steps: CLICK, PRINT & MAIL.
- Vote by Mail – The safest way to vote in the June 2, 2020 Indiana primary is to vote by mail. We worked to simplify the steps to ensure everyone can request their ballot by the May 21, 2020 deadline. Just go to [hoosierworkersvote.com](https://www.hoosierworkersvote.com) to request your absentee ballot today!

Fort Wayne City Councilwoman Michelle Chambers

<https://www.facebook.com/NEIChapter/videos/887472258439351/>

Fort Wayne City Councilwoman Sharon Tucker

<https://www.facebook.com/sharon.tucker.3110/videos/10217322486761114/>

Fort Wayne Mayor Tom Henry

<https://www.facebook.com/1934835043288331/posts/2654092228029272/?vh=e>

Organized Labor built America, rebuilt America after the financial crash, and it will continue to be the backbone of America by rebuilding every time a disaster hits. It is always the working men and women of this country who join together to get through the toughest times, and I am positive . . . brothers and sisters . . . we will do it again!

May you and your family have a healthy, safe Summer and enjoy time with family and friends!

E-Mail: losborne@iuoe399.com

(260) 413-9111



**LOCAL 399
STRONG!**

**Thank You Indiana
Essential Workers!**

LOCAL 399 MEMBERS ...
Strong . Proud . United & *Essential*



Local 399 members at the Jardine Water Purification Plant (left to right) **Gilberto Torres, Bob McLean, Mike Fennessy and Josh Griffin, Joe Morabito, Leonard Langston and Jorge Vasquez.**

LOCAL 399 MEMBERS ...
Strong . Proud . United & *Essential*



Local 399 members at Navy Pier (left), Engineers **James Enright, Francisco Sosa and Randy Alniz**

Below: Assistant Chief Engineer **Jesse Guerrero** and Engineer **Tomas Lopez**



PAT O'GORMAN

We need to look at this unprecedented time in our lives as a call to action. This is a call to stand up for ourselves and for our peers. We need to organize now more than ever! If you look throughout history, situations that create instability in our society tend to lead to large surges in organizing and increased union membership. The reason for this is simple ... during uncertain times (especially times like this), workers realize the importance of a safe, secure workplace and the value of a collective bargaining agreement that provides worker's with "say" on the job.

We are seeing essential Operating Engineers all over the state going to work, and we need to reach out to them and remind them of their right to organize their jobsite. As union members, we have a duty to inform non-union workers of the possibilities available to them with union representation.

Under the current Administration, we have seen changes come down from the National Labor Relations Board (NLRB) that make it more difficult for workers to organize. These changes force a much longer timeline on an organizing campaign, and they leave workers open to harassment by the employer. Please don't be fooled by the smoke and mirrors being used to distract you from the real agenda of the current Administration and big-money interests in Washington. The recent negative appointments to the NLRB and the policies they are pushing are designed to reduce union labor and ultimately, to eliminate YOUR union rights and benefits.

We are also seeing different forms of leadership at different levels of government. The need for us to get out and vote has never been more apparent than during this pandemic. We need to elect leaders that are willing to stand up to the challenge and propose fact-based solutions. We need to elect leaders that will work, day and night, to protect American workers and the American public. American voters get to decide in November who gets to make those decisions. As union members, we must vote for candidates that have the best interest of ourselves, our families and our union in mind!

If you know anyone working in a non-union facility, please encourage them to reach out to me so I can give them the options on organizing their jobsite. Additionally, we are still looking for skilled maintenance workers who want to be SALT members. If you or anyone you know would like information about this program, please reach out me at (312) 372-9870 Ext. 2187.

In Solidarity,

E-Mail: pogorman@iuoe399.com
Ext. 2187

LOCAL 399 MEMBERS ...
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Local 399 members at Navy Pier, Engineer Foreman, **Carmen Longo** and Engineer Mechanic, **Patrick Mahon**

JEFF WITHERED – INDIANA

I hope you and your family are healthy and staying safe.

Let me first start out by giving a big “thank you” to all the essential workers in this country, including the men and women in this Local. You are the front line workers – the ones that are keeping the hospitals and other buildings running – and you should feel proud of that! I know I am proud of you! A lot of you are on a furlough right now, and I just want you to know if you need anything, I will do my best to help. In Indiana, the unemployment application process has not been as bad as in some states. However, we do still have some members that have not received a check yet. We are trying to assist them the best we can. Hopefully, by the time you receive this newsletter, all unemployment issues will be resolved. But, if not, please contact me so I can help out.

For those members that work in the casinos in Indiana, we are working on a plan to make sure that when you return to work, it will be a safe environment. We want your workplace to not only be safe for YOU but also for the PATRONS you serve as well. We have partnered with the following unions, Unite Here Local 23 out of Indianapolis, Unite Here Local 1 out of Chicago and Northwest Indiana, Teamsters Local 135 out of Indianapolis, and Teamsters Local 89 out of Louisville, KY and Southern Indiana. We are working hard to ensure your safety is not being ignored. One thing we recently did was a virtual rally to discuss affordable health care and, most importantly, how this virus affects your returning to work. I have to say, it was my first experience in doing something like this in the “virtual” world. And I feel it was a success, because we were able to reach people that under the circumstances (at any other time in the past) we could not have reached. Also, we received great coverage from the news media in Indianapolis, Southern Indiana, Kentucky, Chicago and Northwest Indiana. In addition, there were several positive articles written about the workers in the casino and hotel industry. We had a very successful car rally on May 15, 2020. We all gathered in Indianapolis, and then did a drive by the state house and made a few laps around the circle. We are doing these things so that the companies and the state know it's not going to be okay to send workers back without providing them a safe work environment. Again, hopefully, by the time you read this article you will be back to work, and these things helped provide a safe workplace. If you are back working and you are not being provided a safe work environment with the appropriate Personal Protective Equipment (PPE), please notify us right away.

A few other things we continue to work on is our contract negotiations at Caesars Southern Indiana and the first contract at the Indiana Grand Casino (which is also run by the Caesars Corp.). At the time I am writing this in mid-May, we have been unable to meet in person because of the Casinos being closed. Our lead negotiator has been discussing a few things to help keep things moving. I am sure this closure is not going to be helpful for ongoing negotiations. But just remember . . . this company makes billions of dollars a year. They recently made a statement that they could be closed for a year and still be able to reopen. I am sure they've received lots of money from the Government bailout. So, when they come whining about how broke they are (remember what you just read above) and stand your ground . . . secure in the knowledge that you deserve a living wage and affordable healthcare!

I know there's a lot of “noise” out there about the severity of the COVID-19 situation. But PLEASE continue to take this virus seriously, and PLEASE notify me if you need anything.

Be Safe. Be well.

In Solidarity,

E-Mail: jwithered@iuoe399.com
(317) 716-0319

Want to Help Organize Non-Union Jobsites?



• **GET INVOLVED!**

• **STRENGTHEN
YOUR UNION!**

• **PICK UP
A SECOND
JOB!**

• **PROMOTE THE
UNION MOVEMENT!**

We are having informal meetings regarding these topics as well as many others.

WHEN: The first Thursday of every month

TIME: 8:30 AM and 5:00 PM

LOCATION: Local 399 Union Hall

In Illinois, contact the Union Hall:
(312) 372-9870

Pat O'Gorman:
Ext. 2187

pogorman@iuoe399.com

In Indiana, contact
Jeff Withered: (260) 373-2399
jwithered@iuoe399.com

UNION MEMBERS "ROLLING RALLY" FOR SAFE WORKING CONDITIONS!



UNITE HERE Local 23, which represents workers in the hospitality industry and five Indiana casinos, holds a rolling demonstration from the Indiana Statehouse to Monument Circle in Indianapolis Friday, May 15, 2020. Union members advocated for health care and to ensure workers return to "COVID-safe"

2020 LOCAL 399 AREA MEETING SCHEDULE

September 15, 2020 WOOD RIVER 3:30 P.M. & 5:30 P.M.	November 18, 2020 DANVILLE 6:00 P.M.
September 16, 2020 DANVILLE 6:00 P.M.	November 19, 2020 CENTRALIA 6:00 P.M.
September 17, 2020 CENTRALIA 6:00 P.M.	November 23, 2020 SPRINGFIELD 4:30 P.M.
September 21, 2020 SPRINGFIELD 4:30 P.M.	December 3, 2020 CHICAGO General Meeting 6:00 P.M.
October 1, 2020 CHICAGO General Meeting 6:00 P.M.	December 10, 2020 PEORIA 6:00 P.M.
October 20 WOOD RIVER 3:30 P.M. & 5:30 P.M.	December 15, 2020 WOOD RIVER 3:30 P.M. & 5:30 P.M.
November 5, 2020 CHICAGO General Meeting 6:00 P.M.	December 16, 2020 DANVILLE 6:00 P.M.
November 17, 2020 WOOD RIVER 3:30 P.M. & 5:30 P.M.	



YOUR SUPPORT MAKES THE DIFFERENCE!

Please note that due to the ongoing COVID-19 outbreak, all published meeting dates shown are subject to revision/cancellation. Please be sure to check our website often to confirm meeting dates.



To be free, the workers must have choice. To have choice they must retain in their own hands the right to determine under what conditions they will work.

Samuel Gompers

LOCAL 399 MEMBERS ...
Strong · Proud · United & Essential

Local 399 members at the Rolling Meadows 3rd District Courthouse (left to right) **Carmel Valentino** calibrating the chemical pumps controller and **John Godley** checking the status and set points parameters on the boiler.

LOCAL 399 MEMBERS ...
Strong . Proud . United & *Essential*



Local 399 members at Holy Family Hospital (from left to right): **Don Merow, Syed Pervez, Joe Wegener and Don Merow** preparing to install negative pressure machines in ICU and Surgery.

LOCAL 399 MEMBERS ...
Strong . Proud . United & *Essential*



Local 399 members at Mayfair Pumping Station (left to right) **Ivy Anderson and Ray Roldan, Joseph Sliwa, (upper left) Dennis Healy (upper right) Patrick Hennehan and (bottom group photo) Patrick Hennehan, Kevin Harriss and Ray Roldan.**

LOCAL 399 MEMBERS ...
Strong . Proud . United & *Essential*



Local 399 members at Navy Pier (left to right) **Marcus McFarlan, Mike Madden and Joe Sanchez**

IUOE Local 399 401(k) Update

Sometimes the Roller Coaster Actually Hurts A Little ...

Prepared by: Steve Scott, Managing Partner • Retirement Solution Group (RSG)
steve@retirementsolutiongroup.com and 866-352-7731 Ext. 210

As I write this on Friday, May 15, 2020, so much has changed since our last newsletter. 2019 finished with a very strong year in the markets, very strong growth for our Plan and a very strong year for IUOE Local 399 and the general Chicago economy. Then, in February a silent enemy showed up at our door and changed our world.

The markets moved from peak to trough and entered into a bear market quicker than any correction in the US stock market history. Our Plan was challenged by the markets, the economy and rushed legislation at the Congressional level (CARES Act) that had to be implemented with little to no guidance. Finally, while IUOE Local 399 and the members have remained amazingly strong during this period, it has without a doubt been a challenge to the whole city and surrounding communities. Boarded up buildings in the Gold Coast, shockingly light traffic in the Loop and silent bars and restaurants in River North. The reminder that things are not normal, are all around us.

But yet again, my pride on being the financial consultant for 399 for the past 15 years and helping so many members with my team, actually grows at times like this. It helps that we have strong leadership from Chairman Winters, Business Manager Hickey and our Board. The message is simple, support the members. RSG has done multiple webinars to try and push useful information out to members in a timely and flexible manner. They included a market outlook, market volatility (early March), and investing in a bear market (late March). There also have been hundreds of calls that we have taken with the sole focus of ensuring informed and unemotional decision making during a time where emotions are high.

But my biggest win is simply how many members have evolved as investors/savers. There is a strong conviction that this too shall pass and to not get caught up in all the doom and gloom the media likes to pedal. Hearing members acknowledge ideas like, "it is often the best action to do nothing at times like this." Exercising patience in a manner much more measured and thoughtful than what I/we experienced in 2008-2009.

This is not just a few good calls. We have data that backs it up. We have tracked closely the number of participants who have made investment changes, market timing moves, people stopping their deferrals and/or taking a loan or distribution. Overall these numbers are fantastic as they are much lower than anticipated and lower than the industry data we have seen. Some people who are making changes are doing it after

thoughtful reflection on their unique situation, and that is the whole point!

There are some silver linings. First, our messaging the last few years and again in our market outlook back in January was to expect increased volatility. So no, we did not guess the pandemic. But what I hope we did do is help many members make sure their risk level was appropriate for them, thus fewer reactionary decisions. Secondly, we got to work just like many of you. I want to give a huge shout out to my team, especially Megan Sherman and Lisa Grzenia who came into the Hall to process participant payments without a flinch during the whole crisis. Megan, Lisa, Elvia Sanchez and I took many, many calls over these past few months. At RSG we added a new hunt group to our phone system so that our clients could quickly connect with licensed members of our team. Finally, we saw that patience pay off in the short term as the historically bad March was followed by a surprisingly solid market rebound in April.

The crisis is not over, but we are getting closer to normal. The markets will remain volatile I feel for a while, but volatility is not a free for all slide like we had in March. Things have stabilized a bit. So as the Chicagoland area moves to reopening and hopefully can put this terrible experience behind us, remembering your time horizon (when are you planning on using this money) is THE KEY at times like this. If it is long-term, as it almost always is, then keep that focus. We came back from 2008 and 2009, and we will come back from this.

Finally a few updates. First, the John Hancock updated website and app has been fully launched. Your same passwords and user IDs should work. But access to information is more important now than ever, so if you never took the time to get set up on the old web site, please take the time to log in to www.myplan.johnhancock.com. Keep in mind deferral changes are quarterly. If you wish to make any updates please contact the 401(k) Office at the Hall as soon as possible. During the craziness of April, we were still working for you.

We are pleased to announce that the board of trustees have approved two fund changes to our lineup. We will be removing the Franklin Mutual Global Discovery Fund and replacing it with the Fidelity International Index Fund. We will also be adding the American Funds US Government Securities Fund.

So stay safe, stay sane and stay positive!

Securities are offered through LPL Financial, Member FINRA/SIPC. Investment advisory services offered through RSG Advisory a registered investment advisor. RSG Advisory and LPL Financial are separate, non-affiliated entities.

Vince Winters

Director

Ext. 2110

E-Mail: vwinters@iuoe399.com

Trustees

Sallie Fulwiler

Tom Loughlin

Matt McManus

James Kata

Jack O'Rourke

VALERIE COLVETT

THE ATTACK ON WORKING PEOPLE CONTINUES ...

In a move he says will make government more accountable to voters, Labor Secretary Eugene Scalia will assert new authority to overturn rulings from an internal review panel, despite public criticism of the change. The review board hears appeals from parties that disagree with a decision from one of the department's administrative law judges, usually involving employer-employee disputes. The order gives the Labor Secretary the discretion to review and overturn the panel's decisions, including rulings on federal contract pay discrimination, wage-hour violations, and whistleblower cases.



When the newfound authority is used, the secretary's review is expected to add only a "modest extension" of time, or about two months, DOL said in the rule. Cases may take a couple years to be heard by an administrative law judge only to be overturned by the stroke of the pen from the outwardly aggressive, anti-labor Scalia who is no friend of working people. It is a sure bet that any decision favorable to employees and/or unions will be overturned in the company's favor. The department did not provide details on how the secretary will decide when to intervene. Instead, DOL reiterated that secretarial review will apply only when cases "present a matter of exceptional importance." The administration can sugar coat it any way they want, but this is another blatant attack on working people and unions.

Many voters do not pay attention to facts and do not realize the devastation the past three years has had on working people and unions. It's easy to say "doesn't affect me" but it does! We are being attacked at every level, the National Labor Relations Board, DOL, OSHA, and hand-picked Supreme Court Justices are gutting workers rights as so many blindly look on. In my 40+ year career in the labor movement (25 years with Local 399), I have never seen things so bad and so hateful to workers and their unions.

GET THE FACTS! VOTE and VOTE SMART. Protect your job and the rights of working people!

E-Mail: vcolvett@iuoe399.com

Ext. 2133



We would like to spotlight Local 399 member **Matthew O'Reilly**, an Engineer at the CTA

In late August 2019, Matthew noticed his coworker, Mike McElligott, motioning to his throat with a distressed look. Realizing that Mike was choking on food, Matthew quickly acted on his training and performed the Heimlich maneuver, dislodging the food in his throat and saving Mike's life.

We're so grateful to Matthew for his quick thinking and extraordinary actions to save the life of a fellow member. We are proud to call you our Local 399 Union Brother!



IMPORTANT NOTICE REGARDING MEMBERSHIP RECORDS

We value the privacy of our members and only disclose information with a court order, subpoena or your written consent. If you have any questions, please contact Valerie Colvett at (312) 372-9870 Ext. 2133.

UNION MEMBERSHIP RIGHTS AND OBLIGATIONS UNDER UNION CONTRACTS

This notice applies to people working under a collective bargaining agreement requiring membership, or good standing membership, as a condition of employment. In order to attend union meetings, vote on union contracts, vote on whether to strike, vote on dues increases or assessments, or to nominate or vote on union officers, you must be a member of the Local and pay regular union dues. If you wish to forfeit all those rights, plus the insurance and other benefits available only to union members, you may elect to pay for the cost of collective bargaining, at a reduced fee. If you wish to lose your membership rights and benefits in exchange for a reduction, you must send written notification signed by you with your social security number and home address to the Local's Financial Secretary between January 1st and 31st of each year or in the first thirty days following your obligation to make payment to the Union under collective bargaining agreement. If you make a timely filing, you will be notified of your continuing financial obligation to the Local, how it was calculated, and other procedures related to the fee, including arbitration of challenged calculations, but you must continue to make payment in accordance with those procedures. Your membership rights are immediately lost and forfeited; your continued employment does not require full membership. To become a full member, a fee payer must make written application to the Local's Financial Secretary. Written Notification must be signed by you with your social security number and home address.

CARRIE GATH

ANNUAL MAILINGS TO H&W PARTICIPANTS

The IUOE LOCAL 399 Health & Welfare Fund Office sends participants certain documents and Plan information annually typically around this time of the year. If you are a participant of the Health & Welfare Fund, by now you should have received a large envelope that includes: Summary of Benefits Coverage (SBC) and a Summary Annual Report. Also in this year's mailing includes a plan improvement for Lung CT Scan Screening, under certain criteria, and the introduction of the Spousal Dependent Audit that will occur with a vendor by the name of HMS. This audit has been **POSTPONED** until a later date given the pandemic. More information will be communicated via mail as well as on our webpage.

Local 399
Health & Welfare Fund

Carrie Gath
Benefit Fund Administrator
Ext. 3137

Fund Office Personnel

Claudia Erazo
Ext. 3108

Veronica Mister
Ext. 3106

Laura Whiteford
Ext. 3109

Trustees

Brian E. Hickey

Jack Houze

Eric Centazzo

Valerie Colvett

Maureen Ehrenberg

Patrick J. Kelly

COVID-19

With the recent COVID-19 outbreak, there has been some important temporary improvements to the Plan. The Welfare Fund is offering the following benefit enhancements related to the coronavirus to covered Participants:

1. **Diagnostic Testing of COVID-19:** The Welfare Fund will cover all diagnostic testing for COVID-19, without any cost-sharing to you or your dependents. This applies to all testing performed from March 18, 2020 through December 31, 2020 at this time.
2. **Telemedicine Visits:** To continue to slow the spread of coronavirus, many providers have and will continue to offer telemedicine or virtual (computer/phone) visits. If you see a provider using a telemedicine or virtual visit, coverage for the visit will be subject to deductible and co-payments, unless the visit results in a testing for COVID-19, then it will be covered at 100% without any cost sharing to you or your dependents. It is not known how long telemedicine visits will continue to be available.

GET THE MOST OUT OF YOUR DENTAL BENEFITS

In previous newsletters communication about coverage for regular Preventative Care dental appointments by a Delta Dental PPO provider and most Preventive services are covered at 100% has had positive results! (Including but not limited to: oral exams and prophylaxis, TWICE in a calendar year!) It's likely you've had to reschedule your routine dental appointment. As state restrictions are lifted, many dental offices are now reopening to help patients meet their dental health needs. Infection control has always been a top priority for dental practices and updated guidelines to prevent the spread of COVID-19 have been set by the American Dental Association (ADA), the U.S. Centers for Disease Control and Prevention (CDC), the Occupational Safety and Health Administration (OSHA) and state health departments and agencies.



Routine dental exams are crucial to oral health and overall wellness as small issues can worsen and become larger issues that require more comprehensive treatment. However, choosing when to return to the dentist is a personal choice. When you choose to visit the dentist, you may notice several changes for added safety measures. Additionally, some dentists may be adding a fee to each claim for personal protective equipment (PPE). Delta Dental of Illinois' network policies prohibit network dentists from billing charges like this directly to their members. Non-network dentists do not have these prohibitions since they are not part of Delta Dental networks. Visit deltadentalil.com to find a network dentist in your area.

Finally, I would like to take this opportunity to thank Neil Masterson for his many years of dedication being a Union Trustee on the Health & Welfare and HRA Board of Trustees. We welcome aboard and look forward to working with our new Union Trustee, Patrick J. Kelly.

"Health, wealth, love and the time to enjoy them." Author Unknown

JIM COATES

EDUCATIONAL NEWS

IUOE LOCAL 399 CAMPUS:

Spring 2020 was the most unique semester that I have witnessed in my lifetime. The COVID-19 Pandemic created unprecedented challenges for our staff, instructors, participants, and their families. With the support of our staff and Triton College, instructors diligently transitioned to online lesson delivery with short notice to support participant learning objectives. Behind the scenes planning was addressed with skill, determination, and Union Pride to blend lessons completed in the classroom with remaining distance learning sessions. Class participants stepped up to the challenge with agility by managing unfamiliar learning methods and altered work-life responsibilities. I understand that a crisis is not the preferred way to learn new things, but as Elbert Hubbard said, "When life gives you lemons, make lemonade." We can leverage creative content delivery methods to simplify processes, allowing students to learn by interacting with mechanical system variables and analyze the effects (cause & effect). Studies have shown benefits from Affective Networks that compare "the why" of learning new material to a prior experience and then allow independent student response to any one instructional event (critical thinking). When we offer more choices of media and tools within the scope of our lessons, we are supporting each students' Affective Network. This mindset of using more learning channels adds value to our training program by providing participants that problem-solve differently more options for understanding.



SPRING 2020 GRADUATES:

Local 399 continues to see increased member graduation numbers. Congratulations to all our past and present Local 399 graduates for a job well done! Your commitment to life-long learning protects our craft with a lead-by-example attitude that shows *Education is the Key to Success*, and that it is never too late to learn!

GOING FORWARD WITH SAFETY IN MIND:

There are many unknowns at the time of this writing, so I encourage everyone to frequently monitor our Local 399 website for training updates. When at work or at home, remember to please do your best to stay healthy while respecting the safety of others.

Wishing all of you a nice Summer in our new "normal".

Fraternally,

E-Mail: jcoates@iuoe399.com
Ext. 4122



Local 399 Educational Training Fund

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TOM PHILLIPS

PROGRESS REPORT:

COVID SHIFT: Imagine, if you will, your entire way of doing things has changes drastically in the course of a month. Your personal and professional world and all the hurdles you have to contend with in order to keep some sort of normalcy for yourself and others around you. Well, imagine no more, for those that have been on planet earth for the past six months have been witness to this drastic change. This change has been equal parts heartbreaking, inconvenient, unsettling, and challenging. The bright spot (as we try to find a bright spot) is that we all have gotten a chance to learn new things, such as “ZOOM”, “Houseparty”, and maybe reacquainted ourselves with family. Oh yes, and possibly learned a bit of math while helping the kid’s with homework. The point is, this has given us an opportunity to appreciate the relationships we may have taken for granted in our previous lives and has also given us the opportunity to rise to the challenge to do things differently, more efficiently and do I dare say ... better?

The ETF Department has had to go thru this abrupt change to our Department, and I am happy to report that our Education Department staff rose to the challenge. Our instructors and staff had to pivot to the on-line learning platform in a very brief period so our members could complete their hard work prior to the shutdown during this past spring semester. This work was not solely on the instructor’s shoulders either, the members also needed to jump into the virtual classroom headfirst as well. And, our members did not disappoint! They were able to pull it all together from the beginning through to the end with flying colors.

THE CHALLENGE CONTINUES. We have shifted entirely to the Blackboard Learning Platform and are continuously training so our classes can be more engaging. Without a doubt, we all understand that these virtual platforms cannot replace the real-world classroom and lab environments that we all have been accustomed to. But when the dust settles and we are back in the classrooms and labs, it won’t be business as usual, we will have many other learning tools at our disposal to be more versatile, more efficient and yes, better.

In closing, I want to say that while this has been a stressful time for our Department, it’s also been an encouraging experience knowing that our staff, our instructors, and all our members have the heart to finish their goals no matter the obstacles.

OUTSIDE THE BOX: If you have taken classes or certificates outside of Local 399’s Training Facility and they are related to our trade, please be sure the Education Department receives a copy so we may update your educational profile.

Thank you to everyone – Staff, Instructors and Members – for your support and patience during this difficult time for our Training Program. We look forward to the time when we get back to some sort of “normal” for both our country AND our Education Department.

E-Mail: tphillips@iuoe399.com

Ext. 4124

Important
City of Chicago

LICENSE RENEWAL & EXAM INFORMATION

Attention Local 399 Members: The City of Chicago has changed its procedure for trade licensing, renewals and exams. The City is now using Continental Testing, an outside firm, for all of its licensing, renewals and exams. For more information, please go to our website: www.iuoe399.org

City of Chicago
**LICENSING
& EXAM**
Information

K E Y **KEEP
EDUCATING
YOURSELF**

**Take Advantage of our
NEW
TECHNOLOGY CENTER!**

Please contact our Education
Department with questions
on how to update your skills
and stay current on all the
latest standards in
our industry!



ATTENTION STUDENTS: ALL 2020 Summer classes will be held in “live” virtual format. Students **MUST** make themselves available on the day(s) times listed below to view the virtual class/classes you are registered for.

NEW CLASS REGISTRATION PROCEDURE:

ALL CLASS REGISTRATION FORMS WILL BE ACCEPTED EXCLUSIVELY VIA EMAIL OR FAX

LOCAL 399 | 2020 Summer Schedule



For class or registration information, call (312) 372-9870 Ext. 4000

COMMERCIAL HEATING & COOLING I (AM)

Day: Tuesday & Thursday
Time: 8:00 am - 11:45 am
Course Sessions: 20
Start Date: 05/19/20 • End Date: 07/28/20

COMMERCIAL HEATING & COOLING II (PM)

Day: Wednesday & Thursday
Time: 5:00 pm - 8:45 pm
Course Sessions: 20
Start Date: 05/20/20 • End Date: 07/29/20

CRITICAL SYSTEMS (PM)

Day: Wednesday
Time: 5:00 pm - 8:00 pm
Course Sessions: 10
Start Date: 05/20/20 • End Date: 07/29/20

ELECTRICITY FOR ENGINEERS I (PM)

Day: Tuesday & Thursday
Time: 5:00 pm - 8:45 pm
Course Sessions: 20
Start Date: 05/19/20 • End Date: 07/28/20

ELECTRICITY FOR ENGINEERS II (AM)

Day: Tuesday & Thursday
Time: 8:30 am - 12:15 pm
Course Sessions: 20
Start Date: 05/19/20 • End Date: 07/28/20



INDOOR AIR QUALITY (AM)

Day: Thursday
Time: 8:00 am - 11:45 am
Course Sessions: 12
Start Date: 05/21/20 • End Date: 08/06/20

PLUMBING REPAIR & MAINTENANCE (PM)

Day: Wednesday
Time: 4:00 pm - 8:30 pm
Course Sessions: 10
Start Date: 05/20/20 • End Date: 07/29/20

PLUMBING REPAIR & MAINTENANCE (AM)

Day: Saturday
Time: 11:30 am - 2:00 pm
Course Sessions: 10
Start Date: 05/23/20 • End Date: 08/01/20

PNEUMATIC CONTROLS & DDC (AM)

Day: Wednesday & Thursday
Time: 9:00 am - 12:45 pm
Course Sessions: 20
Start Date: 05/20/20 • End Date: 07/29/20

UNDERSTANDING PLAN DRAWINGS (AM)

Day: Thursday
Time: 8:30 am - 11:30 am
Course Sessions: 10
Start Date: 05/21/20 • End Date: 07/30/20

UNDERSTANDING PLAN DRAWINGS (AM)

Day: Saturday
Time: 8:00 am - 11:00 am
Course Sessions: 10
Start Date: 05/23/20 • End Date: 08/01/20

TESTING & BALANCING (AM)

Day: Monday & Wednesday
Time: 8:00 am - 11:45 am
Course Sessions: 20
Start Date: 05/18/20 • End Date: 07/27/20

TESTING & BALANCING (PM)

Day: Monday & Wednesday
Time: 4:00 pm - 7:45 pm
Course Sessions: 20
Start Date: 05/18/20 • End Date: 07/27/20



ENERGY CONSERVATION (PM)

Day: Tuesday
Time: 5:00 pm - 10:00 pm
Course Sessions: 12
Start Date: 05/19/20 • End Date: 08/04/20

CERTIFICATE CLASSES

FIRE ALARM SYSTEMS (PM)

Day: Monday
Time: 5:00 pm - 9:30 pm
Course Sessions: 10
Start Date: 05/18/20 • End Date: 07/27/20



INDUSTRIAL MAINTENANCE (PM)

Day: Monday
Time: 4:00 pm - 8:30 pm
Course Sessions: 12
Start Date: 05/18/20 • End Date: 08/10/20

LABOR HISTORY (AM)

Day: Monday
Time: 8:00 am - 11:00 am
Course Sessions: 7
Start Date: 05/18/20 • End Date: 06/29/20



LOCKSMITH (PM)

Day: Thursday
Time: 5:00 pm - 8:00 pm
Course Sessions: 5
Start Date: 05/14/20 • End Date: 06/25/20

VARIABLE FREQUENCY DRIVE (PM)

Day: Friday
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 05/22/20 • End Date: 06/19/20

VARIABLE FREQUENCY DRIVE (PM)

Day: Friday
Time: 4:00 pm - 7:00 pm
Course Sessions: 5
Start Date: 06/26/20 • End Date: 07/31/20

INTM

INDUSTRIAL TECHNOLOGY AND MANAGEMENT

Illinois Institute of Technology (Illinois Tech) offers a transfer program for individuals building a career in industry. The Bachelor of Industrial Technology and Management (BINTM) program was established in 1994 as an educational pathway for working adults focused on expanding their professional skills and obtaining the knowledge and credentials required to move into managerial positions. The BINTM is designed for technical specialists who have accrued two years (~60 hours) of credit from an accredited college or university through an Associate's program (AAS or AS) or an equivalent course of study.

BACHELOR OF INDUSTRIAL TECHNOLOGY AND MANAGEMENT (BINTM)

The BINTM curriculum is structured to provide students with core competencies needed to successfully function in a supervisory position, along with industry-specific coursework.

Individuals building a career in Facilities Management, in a hospitality, health care, critical systems, or commercial office setting, can transfer to Illinois Tech and earn a degree tailored to their professional interests.

INTM classes are held evenings and online to accommodate full-time work schedules. Students may attend part-time or full-time, and work with an academic advisor to optimize completion of required coursework.

Community college students generally transfer 60-66 credits to Illinois Tech. Those with credit from a 4-year university may be able to apply additional credit towards the BINTM degree. See BINTM Admission Requirements and INTM course descriptions at <http://intm.iit.edu>.

Scholarships are available for both full-time and part-time study (over) and IUOE 399 members may be eligible to receive additional tuition assistance through the ETF Tuition Benefit.

INDUSTRIAL FACILITIES (IF) SEQUENCE

INTM CORE COURSEWORK (45 credits)

INTM 301 Communications for Workplace (3)
INTM 315 Industrial Enterprises (3)
INTM 322 Industrial Project Management (3)
INTM 404 Marketing, Sales & Product Intro (3)*
INTM 408 Cost Management (3)
INTM 410 Operations Management (3)
INTM 425 Human Resource Management (3)
INTM 441 Supply Chain Management (3)*
INTM 459 Issues in Industrial Sustainability (3)
2 IPRO/Interprofessional Projects (6)
2 Humanities (300/400-level) (6)
2 Social Sciences (300/400-level) (6)

FACILITIES-RELATED (IF) ELECTIVES: (21 credits)

Choose seven (7) courses:

INTM 314 Maintenance Technology & Mgmt (3)
INTM 407 Construction Technology (3)
INTM 411 Functional Facilities Management (3)
INTM 413 Contract Admin for Constr (3)
INTM 415 Advanced Project Management (3)
INTM 416 Integrated Facilities Mgmt (3)
INTM 417 Construction Estimating (3)
INTM 418 Industrial Risk Management (3)
INTM 423 Sustainable Facilities Operations (3)
INTM 461 Energy Options in Industry (3)

*Course substitution with IF elective possible

SUGGESTED COURSE SEQUENCE

Progress through the program at your own pace. Coursework can be completed in 4-5 years of part-time study or 2-5 years of full-time study.

Semester 1

301 Comm in Workplace
315 Industrial Enterprises
314 Maint Tech & Mgmt

Semester 2

411 Funct Facility Mgmt
410 Operations Mgmt
459 Issues in Sustainability

Semester 3

416 Integr Facility Mgmt
IPRO 497 Interprof Project
SOC SCI 300-level elective

Semester 4

408 Cost Management
IPRO 497 Interprof Project

CREDIT HOUR REQUIREMENTS

TRANSFER CREDIT: 60

COMPLETED AT IIT: 55

TOTAL FOR DEGREE: 126

IIT Scholarships for Undergraduate Transfer Students

Full-time students (12 hours or more/semester) are considered for merit-based scholarships when the application for admission is reviewed. Full-time scholarship offers cannot be prorated for part-time students.

► Transfer Tuition Scholarship

Awards start at \$12,500/year, based on GPA from the transfer institution(s).

► Phi Theta Kappa (PTK) Honor Society Scholarship

Awards up to \$5,000/year; only active members of Phi Theta Kappa are eligible.

► Presidential Scholarship

Award of \$25,000/year; a competitive scholarship requiring separate application and essay. Awards are based on academic achievement, essay strength and leadership resume. Candidates must be nominated by the president of the transfer institution and hold a GPA of 3.5/4.0 or be a member of Phi Theta Kappa. The Presidential Scholarship Application must be submitted in conjunction with the online application. Review the list of participating institutions and obtain the application form on [IIT's Undergraduate Admission website](#) under "Finances".

Part-time BINTM students (11 hours or less/semester) may be eligible for the Keith E. McKee Scholarship, which covers up to 50% of tuition for 6 courses/year. An application form must be submitted each semester and is processed through the INTM Office. Students must earn a grade of "C" or better in supported courses.



IUOE Local 399 Educational Training Fund (ETF) Tuition Benefit

IUOE Local 399 members whose employers contribute to the Educational Training Fund (ETF) may apply for the [ETF Tuition Benefit](#), which covers 75% of out-of-pocket tuition expense for supported courses graded "C" or better (maximum benefit of \$8000/year). Application required each semester to confirm eligibility and available funding. Contact Jim Coates, ETF Administrator, at jcoates@iuoe399.com or 312.372.9870 x4122.

Apply for Admission to Illinois Tech

Two-step application process:

1. Complete the Transfer Application for Undergraduate Admission at <http://admissions.iit.edu/undergraduate/apply/transfer-applications>
2. Request official transcripts from all colleges/universities attended and forward those to:
Office of Undergraduate Admission
Illinois Institute of Technology
10 West 33rd Street, Room 101
Chicago IL 60616

IIT offers rolling admission throughout the year. General application deadlines are August 1 for the fall term and December 1 for the spring term.

Questions? Contact our Admissions staff at 312.567.3025 -or- admission@iit.edu

TRANSFER TO ILLINOIS TECH FROM...

TRITON COLLEGE • MORRIS VALLEY • COLLEGE OF DUPAGE

HARPER COLLEGE • JOLIET JR COLLEGE • OAKTON

CITY COLLEGES OF CHICAGO • ELGIN • WAUBONSEE

For more information on attending IIT, contact Pamela Houser, INTM Program Manager, at 312.567.3584 -or- houser@iit.edu

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Javier Herrera, OEA
Springfield Pumping Station

Local 399 Member Recognized by Westin Lombard



Congratulations to Local 399 member **Tim Frain**, an Engineer at The Westin Lombard. Tim was honored with the Westin's Employee of the Month for November 2019.

Thanks Tim for your dedication and work ethic!

Dear Brian,

It is a great pleasure to personally thank you for your outstanding partnership and support of Ginger Rugai's 25th Annual Y-Me Softball Tournament in 2019. International Union of Operating Engineers Local 399's sponsorship and generosity has contributed vital funds to enable my laboratory research and accelerate discovery. My lab team and I continue to pursue our mission to understand breast cancer metastasizes, the deadliest aspect of cancer. We are studying how FDA approved drugs can be repurposed to treat breast cancer, with hopes of identifying proven drugs that oncologist's can offer to patients to curb the most aggressive forms of breast cancer.

This year's remarkable support for my lab of \$85,000 from the Y-Me Softball Tournament – enabled by your generosity and sponsorship – plays an instrumental role in helping us to expand the research efforts in my laboratory. This work will undoubtedly improve diagnosis and develop life-saving treatments for patients faced with breast cancer. We are deeply grateful for your sponsorship.

With gratitude,

Kay F. Macleod, PhD
Associate Professor
Chair, Committee on
Cancer Biology
Director, The Cancer
Biology Training Grant
Program Leader,
University of Chicago
Comprehensive Cancer Center

Dear Brian,

On behalf of the Mulliganeers, I want to thank you for your generous sponsorship. Your thoughtful gift will help relieve the financial burden that our recipient families face due to illness, injury or disability.

Over the past 25 years, the Mulliganeers have worked hard to raise and distribute more than six million dollars to families in need. It is only through donations like yours that we have been able to help over 400 families, and for that we are grateful of your contribution.

On behalf of the children and families who will benefit from your gift, we thank you.

With warm regards,

Julie Reilly
Mulliganeers



Dear Local 399,

Because of you we have been able to celebrate our athletes and their accomplishments for the past 50 years. We are looking forward to celebrating the next 50 years with you and all that strive to make the world more inclusive.

Thank you,

**Special Olympics Chicago
Family**



Dear Local 399,

Words can never express our appreciation for your kindness and sympathy. Our burden has been lightened by your comforting expression. Thank you for the beautiful flowers.

The Masterson Family

Dear Local 399,

Thank you for every word, every hug and every kindness.

Forever Grateful,

**The Family of
Colin Robert Mayo**

Dear Local 399,

Thank you for your kindness and sympathy at a time when it is greatly appreciated. Special thank you to Rose for all her help and kindness!

Forever Grateful,

**The Family of
Michael Flood**

Dear Local 399,

Thank you so very much for the beautiful flowers sent for Ron's visitation. He was truly PROUD every day to be a part of the 399 family. He was a PROUD Union Man!

Thank you again,

**The Family of
Ron Voll**

Dear Local 399,

Thank you so much for the beautiful flowers you sent. We are truly grateful to you and Local 399 for your love and support at this difficult time. Jeffry loved his job so much. He was a great husband, father, son and friend. We will miss him forever.

With Love,

**The Family of
Jeffry Stokes**



Class of **2020**

Celebrating the Next Generation of Local 399 Engineers

Congratulations to **Joe Vidmar** (son of **Joseph Vidmar** an Assistant Chief with the City of Chicago). Joe, who is a 2020 Graduate of St. Rita High School announced at his graduation that he is pursuing a degree in stationary engineering and will be following in his father's footsteps as a proud Local 399 member!



**LOCAL
399**
**STRONG • PROUD • UNITED
& ESSENTIAL!**

Thank You!

To our members who are deemed “essential employees” and put themselves on the front lines to keep critical building infrastructure working.

To our members who’ve had their work schedules disrupted by the COVID-19 shutdown but remain Union Strong.

To our members who have volunteered to reduce hours so other crew members can remain working.

To our members who have worked with us to ease the pain of the current shutdown on their Union brothers and sisters.

To our members who have donated to their communities to help families in need.

And, to all our members for your continued support of your Union during these unprecedented times. We appreciate you, and we are working every day to help members during this time and into the future.

From the Officers, Executive Board, Business Agents, Trustees and Staff of Local 399 ...

Thank You!

LOCAL 399 MEMBERS ... Strong . Proud . United & *Essential*



Local 399 members at the Jardine Water Purification Plant (left to right) **Ramon Lopez** inspecting traveling screens, **Michael Schifano** switching Instrument Air Dryers, **Chris Browne** checking low lift pump for vibration and **Barry Ecklund** manually backwashing filter.



**Never forget that people DIED fighting
for the eight hour workday!**

LOCAL 399 MEMBERS ... Strong . Proud . United & *Essential*

Local 399 member **Fred Cruz** an Engineer working at the City Colleges of Chicago – Daley College. Fred is just one of so many of our Local 399 essential workers on the front lines during the COVID-19 outbreak.

SHOW YOUR LOCAL 399 UNION PRIDE!



Stop by the Union Hall for your
FREE DECALS!

**LOCAL 399
FACE MASKS
NOW
AVAILABLE!**

Local 399 now offers branded
2 play face masks! Show
your Union Pride while staying
safe and following current
workplace guidelines.

**Contact the Union Hall or your
Business Agent for details!**





The Heroes Behind The Scenes of Northwestern Memorial Hospital Local 399/CBRE Facilities Management Team

Healthcare Facilities Management (FM) is a demanding industry that requires hard work and determination on every employee's behalf. During the COVID-19 pandemic, hard work and determination is an understatement for what the NMH/Local 399 Facilities Team has had to endure.

On March 14, 2020, the NMH/Local 399 Facilities Team began their fight against COVID-19. Forty-Eight (48) days into the fight, the NMH/Local 399 Facilities Team has accomplished and invested the following:

- Prepared 329 Intensive Care Unit Rooms (ICU).
- Prepared 331 Medical & Surgical Rooms (M/S).
- Tested & Converted 335 Patient Rooms to Negative Pressure.
- Total Work Orders Performed From March 14, 2020 – April 30, 2020 = 13,678
- Total Labor Hours Performed From March 14, 2020 – April 30, 2020 = 20,330
- Total Overtime Hours Performed From March 14, 2020 – April 30, 2020 = 680 Hours (85 Shifts)
- All while continuing to maintain operations of a 6.5 MSF, 894 bed academic medical center hospital

Despite the hardships and health risks, 106 individuals on the Local 399/CBRE Facilities Team continued to show up every shift and perform their duties during the COVID-19 pandemic. These hardworking heroes are keeping Northwestern Memorial Hospital operating.

These workers are not immune to the hardships of this pandemic. They are unable to hug their children after a long day of work for fear of them contracting the virus. Spouses must sleep in different rooms to stay healthy. Loved ones with pre-existing conditions must remain at a distance, despite living in the same household. These sacrifices are not seen by coworkers, patients, or the community, but they are felt by our staff, day in and day out.

These heroes are mothers, fathers, friends, and neighbors. They have fought with a resilience, determination, and humbleness that is unparalleled. They embody excellence in everything they do, have given up their own comforts and safety for the betterment of patients, and have remained optimistic during this unprecedented time. In a profession that is noticed only in its absence, we are proud to honor the men and women who keep Northwestern Memorial Hospital the #1 institution in Illinois during this season.

Thank you to all our Local 399 members at Northwestern Memorial Hospital for your tireless work in the face of this pandemic.

The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America.

John F. Kennedy

LOCAL 399 MEMBERS ...
Strong . Proud . United & Essential

Local 399 members (left to right) **Doug Whitt**, Chief Engineer and **Anthony Pecora**, Engineer at the Bradford Allen 200 Tri-State International Suite LL Lincolnshire, IL.





**STRONG • PROUD • UNITED
& ESSENTIAL!**

IN MEMORIAM

❧ Moment of Silence ❧

We take a moment to remember our fellow
Union Brothers and Sisters who have lost their
lives during the COVID-19 Pandemic.

To those families grieving the loss of a loved one
during this time, please know that your
Local 399 Union Family stands with you and
beside you during this difficult time.



Congratulations!

Local 399 extends congratulations to
Eileen Buck (Sterling Bay) on receiving her
Master's Degree MS in Industrial Management
from **Northern Illinois University**

As we always stress to our membership ...
EDUCATION IS THE KEY TO SUCCESS!

*It is one of the characteristics of a free and democratic nation
that it have free and independent labor unions.*

Franklin Delano Roosevelt



In Memoriam

*Our sincerest sympathies to the bereaved families
as we share with them the loss of these good friends
and brother and sister members of Local 399.*

DECEASED MEMBERS

*Please keep the families of our deceased members
in your thoughts and prayers.*

DECEMBER 2019

JOHN FARRELL*
ERIC KARELS
BELINDA KUSMIERSKI
CHARLES O'NEILL*
ANGELO SACCAMENO
JOSEPH WYNNE*

JANUARY 2020

SCOTT AIRTH
THEODORE CHRISOPOULOS
GEORGE KASIK
RONALD VOLL

FEBRUARY 2020

DANIEL COLANGELO
LARRY MAXHIMER

MARCH 2020

LAWRENCE SWIECH

APRIL 2020
CHARLES BROMBERG
JOHN BUSS*
RUBEN GUERRERO
ROBERT RANDONIS*
JEFF STOKES

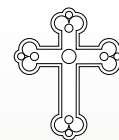
MAY 2020

HENRY BEN
RICHARD FORST
GERALD GRIFFIN
SEAN HANNIGAN
DAVID KENNEDY
SHAWN NELSON
EDWARD NUNEZ

* Denotes Gold Card Member

Deceased members not previously published:

OMAR HABEEB (APRIL 2019) • MICHAEL DAVIS (JUNE 2019) • PERCY JOHNSON* (OCTOBER 2018)



*"To laugh often and love
much; to win the respect
of intelligent persons and
the affection of children;
to earn the approbation of
honest critics and to
endure the betrayal of
false friends; to appreciate
beauty; to find the best in
others; to give of one's self;
to leave the world a bit
better, whether by a
healthy child, a garden
patch, or a redeemed
social condition; to have
played and laughed with
enthusiasm and sung with
exaltation; to know that
even one life has breathed
easier because you have
lived - this is to have suc-
ceeded."*

Ralph Waldo Emerson

A reminder to our Members about keeping your information current

Your Local 399 Membership Department reminds all members that it is very important to maintain current and accurate membership information as this helps us to keep all of your member benefits available to you when needed. It's also very important to remember to keep your insurance beneficiary information current and accurate.

Local 399 MEMBERSHIP • UPDATED ADDRESS FORM

If you have recently moved or changed your mailing address, please take a moment to fill out this updated address form and mail it back to **IUOE • Local 399 (Attention: Membership) • 2260 S. Grove Street • Chicago, IL 60616**. Keeping your information current with the Local is an important part in helping us provide our members with the best possible representation.

Member Name: _____

Soc. Sec. No. (last 4 digits only) : _____ Personal E-Mail Address*: _____

Previous Address: _____ City: _____ State: _____ Zip: _____

NEW Address: _____ City: _____ State: _____ Zip: _____

NEW Home Phone Number: (____) _____ **Cell/Pager Number** (____) _____

* By providing your personal email address, you authorize Local 399 to use your personal e-mail address for purposes of sending informational e-mails and other Union related alerts.

Department(s) to be notified: (please circle) Local 399 401(k) Health & Welfare CPF

**Local 399
Operating Engineers**

Brian E. Hickey
President & Business Manager

Neil Masterson
Vice President

Patrick J. Kelly
Financial Secretary

Vince Winters
Recording Corresponding Secretary

Roger McGinty
Treasurer

Officials

Antoine Anderson

Jerry Barnicle

Mario Guerrero

John Hickey

Mike Kenzinger

Adelmo Marchiori III

Tony Moore

John Naughton

Kevin Nolan

Dan O'Rourke

Lloyd Osborne

Angelo Saccameno

Local 399 Office Staff

Nancy Carey Ext. 4123
Education

Bridget Daniels Ext. 2117
Membership

Maria Diaz-Torres Ext. 2132
Accounting

Claudia Erazo Ext. 3108
H&W Member Services

Carrie Gath Ext. 3137
H&W Fund Administrator

Grace Gilewska Ext. 2134
Contracts

Lisa Grzenia Ext. 5127
401(k) Dept.

Eileen Hocoy Ext. 2146
Executive Assistant

Jamie Howard Ext. 4125
Education

Veronica Mister Ext. 3106
H&W Manager

Patty Murray Ext. 2114
Membership

Veronica Roche Ext. 2190
Controller

Karen Sheets (618) 254-6441
Wood River Office

Megan Sherman Ext. 5129
401(k) Dept.

Regina Staszewski Ext. 2118
Contracts

Veronica Tinley Ext. 4121
Education

Barbara Vest Ext. 2136
Office Manager

Christine White Ext. 2128

Laura Whiteford Ext. 3109
H&W Member Services

INVEST IN YOU FUTURE!



IUOE Local 399 401(k) Deferred Compensation Plan

Saving for retirement is important for all of us. Our 401(k) plan was redesigned last fall to incorporate several good suggestions made by plan participants. It now has more participants than ever and provides the following important benefits:

- **Pre-tax investing**
- **Diversified investment options including mutual funds from Fidelity, AIM, Pimco, American Funds and others**
- **Daily, on-line account access**
- **Access to five Lifestyle options which provide one step diversification and match five distinct investment objectives**

For further information, including enrollment materials, contact Megan Dunne in the 401(k) Department at (312) 372-9870 Ext. 5129 or visit www.jhpensions.com

"Labor cannot stand still. It must not retreat. It must go on, or go under."

Harry Bridges

LOCAL 399 *New Additions*

A very heartfelt "Congratulations" to all of our members and their families who are welcoming new additions to the family.

MEMBERS' NAME	CHILD'S NAME	BIRTH DATE
Dennis M. Alvarado Jr.	Andrew J. Alvarado	12/21/19
Jose J. Barragan	Gunner H. Barragan	03/25/20
Michael J. Bartels	Owen M. Bartels	01/06/20
Kyle M. Bigoness	Henry M. Bigoness	03/07/20
Daniel Z. Bryk	Elliana G. Bryk	03/08/20
Matthew J. Capparelli	Declan Capparelli	09/22/19
Peter C. Christacakos	Caiden G. Christacakos	12/16/19
Joseph J. Corabi	Valentina M. Corabi	03/18/20
Miguel Correa	Benjamin Correa	12/22/19
Noel J. Deane	Maeve M. Deane	12/31/19
Brian E. Dunne	Olive K. Dunne	12/05/19
James Elsberg	Olivia G. Elsberg	01/21/20
William A. Feeney	Leo D. Feeney	10/18/19
Erick Flores	Sebastian A. Flores	05/12/19
Dustin L. Garren	Theodore E. Garren	04/01/20
Michael L. Gowler	Easton M. Gowler	11/05/19
William L. Green	Sloane O. Green	01/03/20
Mackenzie P. Guerin	Rosalie A. Guerin	12/27/19
Joseph L. Harrigan	Wyatt L. Harrigan	04/17/20
Rory P. Hehir	Wyatt C. Hehir	03/27/20
Andrew M. Herman	Thomas R. Herman	01/14/20
Zachary M. Jakob	Elias Jakob	04/10/20
Thomas J. Juretic	Maximus A. Juretic	04/08/20
Joseph P. Karr	Raegan M. Karr	12/08/19
Michael K. Kitchen	Donovan M. Kitchen	11/04/19
James J. Konczal	Mia A. Konczal	12/20/19
	Milo V. Konczal	12/20/19
Anthony C. Lanzito	Anthony C. Lanzito Jr.	01/05/20
Brian R. Lewis	Estelle H. Lewis	01/20/20
Patrick J. Naughton	Harlow R. Naughton	02/13/20
Patrick K. O'Gorman	Mary K. O'Gorman	03/26/20
Michael J. Pinc	Dorothy A. Pinc	03/24/20
Joseph P. Rawl	Paige C. Rawl	02/04/20
	Ashlyn M. Rawl	02/04/20
Martin W. Rehfeld	Brayden S. Rehfeld	11/04/19
Paul G. Reynolds	Ronan N. Reynolds	04/24/20
James P. Romeli	Logan J. Romeli	03/23/20
Robert E. Rotkovich	Patrick J. Rotkovich	03/31/20
Patrick T. Schillo	Charles Schillo	12/06/19
John T. Skarupa	Harlow D. Skarupa	02/24/20
Regina Staszewski	Keira N. Staszewski	03/08/20
Richard G. Stephens	Richard G. Stephens Jr.	09/27/19
Jacob Velazquez	Aliah R. Velazquez	01/28/20

If you would like to announce your child's birth, please call Laura Whiteford at (312) 372-9870, Ext. 3109.

Help Your Union Family by Using Glavin!



SECURITY SPECIALISTS

KELVIN LONG
312-850-6571
klong@glavinaccess.com

Glavin is the only Licensed Locksmith Agency in the State of Illinois that is represented by Local 399.

Attention Chief Engineers

Please keep the union notified of any changes in the crew pay status (i.e., promotions, disability, workers' compensation, terminations & new hires). Thank You!



Local 399
International Union of Operating Engineers
2260 S. Grove Street
Chicago, IL 60616

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Union News and Information



Congratulations to the CBRE Local 399 Engineers at Northwestern Memorial Hospital on being named as the Regional BOMA TOBY Award Winner. This is truly an amazing recognition of the countless hours and the day to day efforts of how this asset is managed and operated collectively between the NM OPS Team and the CBRE Local 399 Work Group. A recognition at this level speaks volumes about the credibility and the level of craftsmanship that Local 399/CBRE Engineers bring to the workplace.

Congratulations to all these Local 399/CBRE Work Group members at NMH: **Chief Engineer Martin Walsh, Assistant Chief Engineer Andrew Brudniak, and Lead Engineer Chris Szczucki, Lead Engineer Frank Monroig, Engineers John Down, Niall Hynes, Ciaran Officer, Kevin Williams, Dan Nestor, and Apprentice Engineers Brendan Phelan and Luke Colangelo.**